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A Message from the President



Hello Fellow Hawks!! I hope you all enjoyed the holiday. It feels like November flew right past us and winter quarter will be here before we know it. As many of you know, there has been a lot happening on our campus centered around our work as a Hispanic Serving Institution or HSI - and supporting strategic priority 3 in Inclusivo, the strategic plan. I wanted to go over what we are working on to ensure we all have the same context for the work and hopefully answer some questions you might have.

Let's start with what it means for CBC to be a Hispanic-Serving Institution. One of the key determinants to becoming an HSI, is reaching 25% of enrollment for Hispanic students. We

purposefully moving from enrolling to intentionally serving the needs of our Hispanic students. This does not and will not take away from other students, instead it will help us better serve all students.

This leads me right into the work being done. We have formed an HSI Advisory Group. And this group is focused on three actions. The first is – Be unapologetic about being a Hispanic-SERVING institution, the second is Become a student-ready campus, and third is a continued focus on diversifying our faculty and staff. What do we mean when we say be unapologetic about being a Hispanic-SERVING institution. Our mission and priority to transform ALL student lives will never waiver. AND we will intentionally serve our Hispanic students and support their needs and remove unique barriers that they face.

The second action, Becoming a student ready campus - really leans into many of the metrics on our blue slides. Are ALL our students achieving? What are the barriers or challenges they are facing? How are we changing OUR INSTITUTION to ensure we are student-ready – that we are ready to help them eliminate those barriers and challenges, rather than expecting that our students will arrive college-ready. So much of our work is already supporting this, the overhaul of our math curriculum is one great example. This have supported gains in math completion for all our students in a few short years! Since 2019 we have moved from 17% completion of college level math in the first year to 31.5% collectively. Our Hispanic students have had a 129% increase in that time!

The third action item is continuing to focus on the diversity of our faculty and staff. We are building into the process supports and structures to hire people who care about serving Hispanic and other underrepresented students. We want people that are passionate about this work. And we want our students to see themselves reflected across our campus. CBC needs to be a reflection of our community.

This is big work and not quick work and not easy work. We have lots of groups working to support it. I commit to keeping everyone up to date on where we are and what we are doing. We could not engage in this work without your dedication and support. Thank you. It is you that makes this campus the special place that it is.

Go Hawks!



November delivered plenty of local news headlines for CBC:

- KNDU-TV: CBC announces new Digital Marketing Associate Degree
- KNDU-TV: Students Learn about College Options at 'Destination Bachelor's Degree'
- KNDU-TV: Pasco Fire Department in need of applications
- KNDU-TV: The Department of Education making changes to the FASFA application
- KNDU-TV: Local heroes, service organizations awarded grants from Gesa
- SWX NSL Sports: CBC Women's Soccer wins NWAC Championship
- NewsTalk KFLD: Columbia Basin College Women's Soccer Winds 2023 Championship
- AppleValleyNewsNow: Columbia Basin College offers new Digital Marketing Program
- AppleValleyNewsNow: Columbia Basin College named Bellwether finalist, competes for 2024 award
- Tri-City Herald: Mid-Columbia sends 38 swimmers to state finals and CBC fall sports teams prep for playoffs
- Tri-City Herald: CBC women's soccer team wins championship in OT + Hanford swimmer among best in state

Thanks to all for helping promote CBC with our local media partners!

For more information, contact Elizabeth Burtner at eburtner@columbiabasin.edu.

**Submitted by Lindsey Carpenter, Human Resources Consultant 2**

HR & Legal Affairs extends a heartfelt appreciation to Kelsie Smith, Ozzy Edeza, Vicki Domina, and Amanda Ursino for their dedication and support in successfully hosting Green Dot training for their staff. Their commitment to creating a safe and inclusive environment has not only enhanced our workplace culture for our staff, but also for our students. Thank you, Kelsie, Ozzy, Vicki, and Amanda for your instrumental role in this campus initiative!

If you are interested in hosting a Green Dot training for your staff or students, contact Lindsey Carpenter at lcarpenter@columbiabasin.edu or ext. 2081.

Submitted by Tracy Walker, Professor of Art

The Art Department would like to give a shout out to Steven Williams from Facilities. He has fought a continuous battle of clogged drains, dripping pipes, and outdated fixtures in the P building. We appreciate all his hard work in keeping our classrooms functional. Thank you, Steve!

For more information, contact Elizabeth Burtner at eburtner@columbiabasin.edu.

Campus News



Supporting Alignment of College Priorities

There are some changes happening in Student Services and Marketing & Communications. After some careful thought and planning, we shifted the Recruitment and Outreach team from Student Services to Communications & External Relations. This move is to support our outward-facing functions to be more effective and collaborative. Collaboration and teamwork remain at the forefront of this change, ensuring our outreach efforts have a bigger impact; making sure our activities meet strategic priorities and contribute well to the college's overall brand and messaging. We remain committed to transforming students' lives and will continue to do our best to align with our student's needs.

Article submitted by Elizabeth Burtner.



Multifactor Authentication for ctcLink Access Coming Soon

Cybercrime is a serious problem and higher education institutions are becoming more frequent

account. Multifactor authentication (MFA) is a mechanism to combat cybercrime.

What is multifactor authentication (MFA)?

MFA is a method for signing into something using more than one "factor" such as username / password to prove your identity. With MFA activated, if a person tries to break into your account, they will not get in without the 2nd verification factor, even if they know your username and password. MFA adds an extra layer of cyber protection. These factors can include:

- Something you know (like a password)
- Something you have (like a one-time code sent to a mobile device or email address)
- Something you are (like a fingerprint)

Why do we need MFA?

MFA is required for additional security to protect Personally Identifiable Information (PII), Financial Aid records, FERPA data, and HIPPA information kept in ctcLink. It is also a SBCTC requirement for ctcLink access effective February 1, 2024.

MFA will be required for ctcLink access at CBC beginning January 9, 2024. For more information contact Mike Roberts, Director for Technology Services at mkroberts@columbiabasin.edu.

Stay tuned for updates from Technology Services as MFA is rolled out in the coming weeks.

Article submitted by Stephanie Hartwig.



Trio Celebrates First Generation College Students Day

On November 8, the TRIO office celebrated First Generation College Students Day! Students gathered in the TRIO office to enjoy a hot cocoa bar, cookies and to participate in fun activities. We want to give a HUGE THANK YOU to the CBC Foundation for their contribution of gift cards for raffles at the event!

created federal financial aid programs to fund students' educations and made key investments in colleges and universities. Many of the HEA's programs, particularly the [Federal TRIO programs](#), promote postsecondary access, retention, and completion for today's limited-income, first generation college students.

What does it mean to you to be a first-generation college student?

Samantha Guzman

To me, being a first-generation college student means demonstrating the capability, strength and perseverance that has been within me all throughout my education to get me where I am today and where I wish to be in the future, as well as the privilege it is to be able to carry out and pursue my education. Being a first-generation college student is an opportunity gifted to me by my mother, who as an immigrant could not advance her education past high school, but made sure, and made me aware it would be a possibility for me, and that is what my education represents and symbolizes for me today.

Ariel K Ammerman

Being a first-generation college student is hard, but very rewarding. There are so many obstacles to overcome and since we, as children, go to our parent(s) for help. . . they have no applicable knowledge for us. That is why I'm thankful for TRIO and the staff here. I can ask the questions I would normally ask my parent and have accurate information. I also love the trips to other campuses which is something my parent couldn't do for me. A first-generation college student is also very rewarding. It's the beginning of a new chapter in my life but also in my children's life. Now I can be the one to help my children navigate their college career and direct them to areas of the school for extra help (if needed). I am also showing my children that even though it's a difficult obstacle to overcome, it's worth it. I can get to my dream career. If there is a will, there is a way!

Moddather Kulbour

Being a first-generation college student as a black individual means breaking barriers and defying expectations. It's an opportunity to pave the way for future generations, challenge stereotypes, and demonstrate the power of education as a means of upward mobility. It's a source of personal pride and a chance to contribute to the diversity and representation in higher education.

Article submitted by Carrie Casey.



CBC Festival of Trees

CBC proudly sponsored a captivating tree for the Festival of Trees, transforming it into a dazzling showcase of performing arts. Kudos to the Art Department for crafting exquisite 3D ornaments, the Graphics Department for designing the music book and ticket ornaments, and the Human Resources Department for masterfully bringing the entire vision to life.

Thanks to their collective efforts, our tree became a true masterpiece, capturing the essence of the performing arts. The collaborative brilliance of these departments not only made the tree a visual delight but also contributed to its impressive sale, with proceeds generously donated to the United Way.

Article submitted by Amber Martinez.



Web Ambassador Update

Hello Web Ambassadors! As a reminder, when submitting documents to be accessible for the CBC

Completing the eform request is the first step in the approval process and must be done before any and all documents are sent to webteam for review and uploading. If this step in the process is not completed, a delay in uploading your document is possible.

If you have any questions or concerns on ANY of the current approval processes (documents, photos, etc.), feel free to contact webteam at webteam@columbiabasin.edu directly for more information.

Article submitted by Web Team.



Coming 2024: Transition to Respondus for Remote Proctoring

CBC will be transitioning from Proctorio to Respondus Lockdown Browser + Monitor for online proctoring. EdTech will support faculty with migration starting in winter quarter 2024. Proctorio access will end June 14, 2024. This change will provide a more user-friendly experience for both faculty and students, along with enhanced security and analytics.

Please help us help you through your migration by filling out the [Proctorio-Respondus Migration Planning Form](#). The form has only one question and takes less than a minute!

We recognize that transitioning to a new platform can be disruptive and we are here to support you every step of the way! We will offer online and in-person migration support sessions throughout winter and spring 2024. Check out our [Respondus migration article](#) in our Knowledge Base for more information. In the new year, our [Respondus Knowledge Base](#) will be your one-stop hub for helpful info, videos, and more to support your migration. Thank you for your cooperation and understanding as we make this important change.

Article submitted by Education Technology.



Holiday Sustainability

This holiday season, embrace sustainability to make a positive impact on the planet.

1. Eco-friendly gifts: Pick thoughtful and sustainable gifts, such as reusable items, handmade crafts, or experiences. Consider a minimalist approach to gift-giving, focusing on quality over quantity to reduce waste.
2. Mindful decorations: Choose decorations made from recycled materials or create your own using items from nature.
3. Energy-efficient lighting: Use LED lights for decorating, as they consume less energy and have a longer lifespan.
4. Responsible wrapping: Wrap gifts in reusable materials like fabric, or use recycled and recyclable wrapping paper.
5. Local and seasonal feasting: Support local farmers and reduce your carbon footprint by incorporating seasonal and locally sourced ingredients into your holiday meals. While it might be tempting to opt for disposable tableware to save time on dishes when hosting a large gathering, consider the long-term impact on both your wallet and the environment. Instead, opt for washable dishes!

By incorporating these sustainable practices, you can celebrate the holidays joyfully while being kind to the environment.

Article submitted by Michelle Stewart on behalf of the Sustainability Committee.



Net Present Value

How does Santa's accountant value his sleigh? At Net Present Value

P-Cards

This is a gentle reminder to ensure that all P-Card transactions are reconciled and posted promptly. Please remember to:

- Review Transactions: Check all P-Card transactions for accuracy and completeness.
- Collect Documentation: Gather all receipts and necessary documentation for each transaction.
- Categorize Expenses: Classify each transaction into the appropriate budget coding. Please reach out to budget services if you require assistance.
- Approvals: Ensure all transactions are approved by the designated approvers.
- Reconciliation: Match the transactions against the P-Card statement to identify any discrepancies.
- Resolve Issues: Promptly address any discrepancies or issues identified during reconciliation.
- Submission: Submit the reconciled transactions for final review and posting.
- Deadline: P-Card reconciliation is due no later than the 12th of each month.
- Compliance: Ensure that all users are following CBC Policies and Procedures and have completed proper training. Please safeguard P-Cards at all times and report any changes to authorized users. Lost or stolen cards should be reported immediately.

Your timely action in this regard is crucial for maintaining accurate financial records and ensuring compliance with financial policies. It is also a critical piece in tracking department budgets more precisely. If you encounter any challenges or have questions, please do not hesitate to reach out to the accounting or budget services teams.

Fun Fact:

Walter E. Diemer (Jan 8, 1904 – Jan 8, 1998) was an American accountant who, in 1928, invented bubble gum!



Cyber Hawks Competition Update

Congratulations to the CBC Cyberhawks for placing 24th at the Department of Energy CyberForce Competition! Amazing job to the team for their hard work competing against 106 teams from other colleges and universities in a face-to-face defense/attack cyber-physical scenario.

For more information on CBC Cyberhawks, contact Josh Bee at jbee@columbiabasin.edu.

Article submitted by Steve Simley.



2024 Martin Luther King Jr Spirit Award Nominations

The deadline for nominations is Monday, December 18.

Columbia Basin College (CBC) is seeking nominations for their 2024 Martin Luther King Jr. Spirit Award. The Martin Luther King Jr. Spirit Award seeks to recognize a student, faculty, staff or

the community, show generosity of spirit, heart and/or resources or any one or more combinations of the following attributes.

- Humanitarian – Gives their time and service freely, selflessly, and often without recognition or the desire to be recognized.
- Community Building-- Has made significant contributions toward building a sense of unity among members of the community. Demonstrates the ability to build safer communities through involvement, activities, and programs that help to revitalize areas and serve the community and people, beyond his/ her / their regular job responsibilities.
- Cultural Awareness -- Demonstrates an appreciation for diversity, equity and inclusion and has built, strengthened, and maintained harmonious cross-cultural relationships, while fostering Dr. King Jr's vision of unity among people of diverse cultural backgrounds.
- Economic Opportunity – Seeks to improve the quality of life for people in economically challenged areas, that promote and uplift disadvantaged people and communities.
- Nominee must be a resident of Tri-cities (Franklin and Benton Counties). The award will be presented during CBC's annual Martin Luther King Jr. Bell-Ringing Celebration on Monday, January 15, 2024.

Those interested in submitting a nomination can send a letter detailing the contributions of the nominee by email to the Dr. Luz Garza of the CBC Diversity, Equity and Inclusion (DEI) committee at dei@columbiabasin.edu or by mail to Dr. Luz Garza, 2600 N. 20th Ave., MS-A1, Pasco, WA, 99301. The deadline for submitting nominations is Monday, December 18, 2023.

Article Submitted by Dr. Luz Garza.



Holiday Safety Tips

As you celebrate the holidays, prioritize safety to ensure a joyful and secure season.

Electrical safety: Exercise caution with holiday lights and electrical decorations, ensuring they are in good condition and not overloaded to prevent electrical hazards.

spot you to prevent falls or injuries.

2. First aid readiness: Keep a well-stocked first aid kit accessible, including bandages, antiseptic wipes, pain relievers, and any necessary prescription medications
3. Fire safety: Be cautious with decorations, candles, and holiday lights to prevent fire hazards. Keep a fire extinguisher handy, and never leave candles unattended.
4. Poison prevention: Keep potentially harmful substances, including cleaning supplies and festive plants, out of reach of children and pets to avoid accidental poisoning. Be aware those small button batteries found in toys, remotes, and tiny magnets are very dangerous and easy to swallow.

By incorporating these safety measures, you can enjoy the holidays with peace of mind.

Article submitted by Michelle Stewart on Behalf of the ES&H Committee.



CBC On-Air

Did you know CBC is on the air? Tune in to radio Power 99.1 or KNDU-TV to hear CBC updates and the commercials running to promote on-campus activities and programs. The move to on-air is helping CBC grow it's reach in the community and drive social engagement. If you hear one of the promos, let us know what you think!

Article submitted by Marketing and Communications.



Professional Service Contract Update

Good news for all who use Professional Service Contract (PSC).

As a result of Substitute [House Bill 1056](#), effective January 1, 2024 there will no longer be different rules for retirees returning to work who retired using the DRS 2008 Early Retirement Factors (2008 ERFs). The [Contractor or Third-Party Worker Retirement Status Verification form](#) will be eliminated on January 1.

HR reviewed the notification provided by DRS and confirmed the PSC process can be updated accordingly.

Everything else will remain the same. The PSC packet and link will be updated on the [Purchasing webpage](#).

Article submitted by Stephanie Hartwig.

Upcoming Events



Pictures with Santa

The V.E.T.S. Center is partnering with ASCBC to help bring some holiday spirit to students, staff, and faculty with Pictures with Santa.



LDP Guest Speaker

The Leadership Development Program is thrilled to host a distinguished speaker in an upcoming event that promises to inspire and empower individuals on their leadership

be 11am to 1pm and the second slot will be from 4pm to 6pm. Cookies and hot cocoa will be provided as a snack while families wait.

Staff and faculty will have the opportunity to share in the holiday joy by bringing their families to take a picture with Santa. Along with taking a picture with Santa students will be gifted an ornament to put their pictures in to cherish for years to come.

When: Tuesday, December 5 from 11 am to 1 pm and 4 to 6 pm.

Where: ASCBC Congress Room; Downstairs HUB

The V.E.T.S. Center and ASCBC can't wait to share in the wonderful and festive occasion with you all.

For more information please email the V.E.T.S. Center at veterans@columbiabasin.edu.

Article submitted by Zoey Hudlow.

Our featured speaker, David Mitchell, is a renowned expert in leadership development, with a wealth of experience and insights to share. Whether you are a student, faculty member, or staff, this event is a valuable opportunity to gain new perspectives and enhance your leadership skills. This speaker series is a part of our ongoing commitment to fostering leadership excellence within our CBC community. The Leadership Development Program believes in providing resources and opportunities for individuals to grow and thrive in their leadership roles.

Don't miss this chance to engage with a seasoned leader, ask questions, and gain valuable insights that can positively impact your personal and professional growth. We look forward to seeing you there!

WHEN: January 12, 2024 from 7:30 to 8:30 am

WHERE: SWL 121 or on [Zoom](#)

To learn more about our distinguished speaker [here](#). You will find detailed information about the speaker's background, and the mission of the Leadership Development Program. To learn more about the Leadership Development Program, please visit the [CBC Intranet](#).

For any inquiries or additional information, contact the Leadership Development Program at ldpcbc@columbiabasin.edu.

Article submitted by Keri Lobdell.



CBC Would Like to Welcome Our Newest Employees!

Admin/Exempt

Richard Starr

Richard joined CBC in November as Assistant Director for IT Infrastructure & Security. Prior to this position, Richard was Interim Manager of Information Technology at Ben Franklin Transit in Richland. Richard earned a Bachelor's degree in Computer Systems & Programming from City University of Seattle in Seattle, Washington.

Stephanie Fuentes

Stephanie was promoted through a competitive search to Undocumented Student Advocacy Specialist. Prior to this position, Stephanie was a Retention Specialist at CBC. Stephanie earned a Bachelor's degree in Race and Culture Studies from Eastern Washington University in Cheney, Washington.

Classified

Lourdes Bolanos

Lourdes was promoted in November through a competitive search to Program Specialist 2 in Student Records. Prior to this position, Lourdes was a Customer Service Specialist 3 in Hawk Central at CBC. Lourdes earned an Associate's degree in General Studies from CBC.

Adam Walls

Adam was promoted in November through a competitive search to IT Security – Journey. Prior to this position, Adam was an IT Network & Telecommunications – Entry at CBC. Adam earned an Associate's degree in Information Technology from Ranken Technical College in Robertsville, Missouri.

Jessica Diaz

Jessica joined CBC in November as Program Assistant in Workforce Education Center. Prior to this position, Jessica was a skilled hourly worker at CBC. Jessica earned an Associate's degree in Arts & Science from CBC.

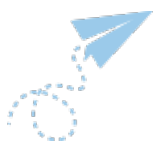
William Morago

William joined CBC in November as a Maintenance Specialist 4. Prior to this position, William was an HVAC Technician at Yakama Legends Casino in Toppenish, WA. William earned a Heating,



Did You Know?

Completion and/or Transfer in 3-years increased 2.3% for Transfer students, increasing from 33.6% to 35.9%.



Want to submit an article or event for Hawk Talk?

Click the button below to submit your information to CBC Marketing and Communications for a future issue of Hawk Talk.

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